HR strategy

INTRODUCTION

Strategic human resource management (strategic HRM, or SHRM) regarded as an approach to the management of human resources that provides a strategic framework to support long-term business goals and outcomes. The approach is concerned with longer-term people issues and macro-concerns about structure, quality, culture, values, commitment and matching resources to future need.

WHO SHOULD ATTEND?

- Managers
- Supervisors
- Team leaders
- Trainers
- Tutors
- Staff who will be promoted to higher level

COURSE OBJECTIVES

- Identify the nature and theoretical underpinnings of SHRM
- Develop a knowledge of competing theoretical models of SHRM
- Develop an understanding of the theoretical perspectives in organisational strategy and strategic management theory;
- Understand the relationship between theories of strategic and strategic management, and models of strategic HRM
- Understand the role of formal HRM under SHRM
- Evaluate the connections between SHRM and strategic planning processes.
- Analyse emerging strategic challenges in HRM in an increasingly dynamic and complex business environment.
- Demonstrate how HRM contributes to the competitive advantage of the firms
- Explain the process of SHRM
- Understand the implications of HRM for different organisational strategies
- Analyse the strategic planning and implementation considerations associated with key areas of HRM strategy.
- Assess the importance of human resource management in enhancing organisational performance.